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will be few and of mediocre character as a rule until such an attitude prevails on the part of employers.

"The New National Policy on Engineering Education therefore requires greater financial support for the colleges so that an adequate staff of high grade men may be employed and personal contact with students secured through small classes. Greater emphasis must be given in instruction during the four year undergraduate period to fundamental courses, leaving special professional training to graduate years. Certain colleges should be designated as graduate schools and adequate provision made for their proper support both by Government agencies, by private endowment, and by the industries. Scholarships should be provided by the State, by the industries, or by the profession, which will enable eligible undergraduates from all colleges to continue their work in the graduate schools. Finally, employers who desire highly trained technical and research engineers must give first consideration to the men with graduate degrees and must be prepared to reward them financially in proportion to their extra effort and greater expense in educating themselves."

A. G. CHRISTIE, in *Johns Hopkins Alumni Magazine*.

SUBSIDIES FOR ATTENDANCE AT PROFESSIONAL SOCIETY MEETINGS.—"In January of the present year, Swarthmore College took up the question of the payment of expenses incurred by administrative officers and faculty members in attendance upon meetings of professional and learned societies. A committee sent out to 151 colleges and universities on the accepted list of the Association of American Universities a form of inquiry designed to ascertain their practice in this matter. . . .

"To date, 116 replies have been received covering institution of every type located in all sections of the country. . . .

"So far as the administrative officers of colleges and universities are concerned it seems to be the universal practice to pay expenses due to their attendance upon meetings of associations of which the colleges and universities are themselves members. When delegates are sent to represent officially a college or university before a public body, as e.g., a legislature or a legislative committee, or at an inauguration, it is also customary to pay expenses. Finally it is the general practice to pay the expenses of administrative officers who attend sessions of their professional societies. . . .

"In many of the replies received an attempt is made to draw a line sharply between attendance upon official meetings or meetings of associations in which the college or university is itself a member on the one hand, and, on the other hand, meetings of scientific or learned societies in which individuals, usually of faculty rank, are members. To carry out this distinction in practice is admittedly a matter of some difficulty. While virtually all the 116 answers received to the Swarthmore questionnaire indicate payment of expenses in the first of the above cases, only 51 of them, or 44 per cent, show that the institution restricts itself to compensation of this character exclusively.

"Most of the 51 institutions which thus make no provision for the payment of the expenses of faculty members frankly recognize the desirability of so doing and plead poverty as an excuse. . . . It is possible that a few, but certainly a very few, universities make no such provision because they regard the salaries paid as sufficient to enable faculty members to attend meetings of learned societies as frequently as they should. However, no university replying to the questionnaire makes this statement in so many words. . . .

"Fifty colleges answered the inquiry regarding the eligibility of all ranks and grades of the faculty to the benefits accruing from such funds. Thirty-six of these admit faculty members of all grades, the others limiting compensation to heads of departments, full professors, or other ranks down to instructor.

"In fifteen out of thirty colleges answering the inquiry 'who designates individual representatives to attend sessions of learned and professional societies and consequently to receive compensation?' it was stated that this power was in the hands of the president of the college. Most of these answers made it clear, however, that the president consulted deans, heads of departments or professors before making his decision. . . .

"It is not the general practice to make compensation depend upon the reading of papers or participation in discussions at meetings of learned societies. Out of 41 institutions answering this question only eight stated this as a condition. Curiously enough, one of the eight makes it a requirement in the case of instructors but not in the case of faculty members of higher rank. Of the 33 institutions which did not make this requirement, however, fully one-half indi-

cated that preference was given to faculty members who were officers of the associations or who were to read papers or take part in discussions.

"Occasionally in faculty circles opposition is manifested to the compensation plan on the ground that money appropriated for this purpose will be taken out of funds available for salaries. In the last analysis this is almost certain to be the case. It would be deplorable, however, if the compensation plan should be used as an argument against increasing salaries. In practice, the sums received by individual professors as part compensation for expenses are so small that it would be ludicrous to urge them as an offset against salary increase. The very existence of the compensation plan presupposes salaries inadequate to permit sufficient attendance at meetings of learned societies, and is therefore a standing argument for salary increases. Since compensation under this plan nearly always involves an excess expenditure on the part of a professor, it is a little difficult to consider what he receives as a temporary increase in his salary. Even looking at it in this way, however, it would be a salary increase earned and justified by effort on his part to increase his professional efficiency.

"Among all the institutions, replying to the Swarthmore inquiry, Brown University seems to have developed the compensation plan in the most intelligent and promising manner. In his annual report to the Corporation of the University for 1919-20, President W. H. P. Faunce discusses the subject as follows:

In order to promote attendance of the faculty at the annual meetings of learned societies, \$500 was appropriated by the corporation to assist in paying the traveling expenses of various professors in attending such meetings during the Christmas holidays. The faculty appointed its own committee to distribute this modest subvention, and through their allotments fifteen professors were aided in attending meetings in which they and their departments of study were vitally concerned. These meetings were held at Ithaca, Cleveland, Ann Arbor, Chicago, St. Louis and Toronto, and the stimulus given and received was of incalculable value. No man can teach today effectively unless he is in personal touch with his colleagues in other institutions, is submitting his own achievements to their scrutiny, and acquainting himself with the latest methods pursued and results attained by other institutions. It is doubtful if any other five hundred dollars expended by the university did so much good as this appropriation for attendance at the annual meetings. . . ."

*School and Society.*